


As part of our benefits package DENSO offers Tax Savings Plans, which allow you to save some of the money from your paycheck before taxes in order to help pay for qualified expenses like health care and dependent care.

There are two types of Tax Savings Plans offered by DENSO. A Flexible Spending Account, or FSA, and a Health Savings Account, or HSA. Both accounts help you to save money for eligible expenses but there are different requirements, rules, and eligibilities that apply. It's important to know the difference.

This document will explain the similarities and differences between these accounts.



Overview of Plans

mychoice
Accounts


<p>Flexible Spending Accounts (FSA)</p> <ul style="list-style-type: none"> Two options: <ul style="list-style-type: none"> Health Care FSA saves on eligible health care expenses such as medical, prescription, dental, and vision. Day Care FSA saves on eligible dependent care expenses. Contributions: <ul style="list-style-type: none"> You determine the amount during Open Enrollment each year. Deducted from your paycheck before taxes and in equal amounts throughout the year. Reimbursements: <ul style="list-style-type: none"> Distributed to you tax free for eligible expenses. 	<p>Health Savings Account (HSA)</p> <ul style="list-style-type: none"> One option: <ul style="list-style-type: none"> HSA saves on eligible health care expenses such as medical, prescription, dental, and vision. Contributions: <ul style="list-style-type: none"> You determine the amount. Changes to contribution amounts can be made at any time. Deducted from your paycheck before taxes and in equal amounts throughout the year. Reimbursements: <ul style="list-style-type: none"> Distributed to you tax free for eligible expenses.
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Both of our Tax Savings Plans are administered by Businessolver through their MyChoice Accounts platform. You can access your MyChoice Account on our Benefitsolver site at myDENSObenefits.com.

The Flexible Spending Account (FSA) has two options – an account for Health Care and an account for Day Care. The Health Care FSA helps you save on eligible health care expenses that fall under the categories of medical, prescription, dental, and vision. Day Care FSAs help you save on eligible dependent care expenses, like day care or elderly care costs. The Health Savings Account (HSA) is similar to the Health Care FSA, because it helps you save for eligible medical, prescription, dental, and vision costs.

For any of these options you determine the amount you would like to contribute then contributions are deducted from your paycheck before taxes, and in equal amounts throughout the year. HSA participants can change their elections at any time. FSA participants must make their contribution decision during Open Enrollment, and it cannot be changed until the next Open Enrollment.

By using the funds in your FSA or HSA, you are able to pay for eligible expenses tax-free.

 Comparison of Plans: Plan Eligibility		
	Health Care Flexible Spending Account (FSA)	Health Savings Account (HSA)
Plan Eligibility	<ul style="list-style-type: none"> Can be used with each of the DENSO medical plans offered (OpenRoad, MainStreet, ExpressWay). You do not have to be enrolled in a DENSO medical plan in order to elect a Health Care FSA. 	<p>All of the following requirements must be satisfied:</p> <ol style="list-style-type: none"> Enrolled in the OpenRoad medical plan in 2024. Not enrolled in a Health Care FSA in 2024 or have a rollover from 2023. Not enrolled in Medicare. Not eligible to be claimed as a dependent on someone else's tax return. Not covered by the following insurance/accounts: <ul style="list-style-type: none"> Spouse/domestic partner's non-Qualified High Deductible Health Plan You or your spouse's Health Care FSA TRICARE or TRICARE for Life You or your spouse's/domestic partner's Health Reimbursement Account (HRA) Any Veterans Affairs benefits used within previous three months National health care insurance provided by foreign countries while an expatriate


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Although they are similar, eligibility requirements vary greatly between Health Care FSA and the HSA plans.

The Health Care FSA is an available option with each of our medical plans offered and can also be used whether you are enrolled in a medical plan or not. The HSA has many requirements that must be met in order to qualify. Most notably, you must be enrolled in the OpenRoad medical plan in 2024, and you must NOT be enrolled in a Health Care FSA in 2024 or have a rollover from 2023. There are additional eligibility requirements that must be met.

If you're enrolled in the OpenRoad medical plan, you will need to select either the Health Care FSA OR the HSA plan. You can't have both a Health Care FSA and an HSA at the same time.

The full list of HSA eligibility requirements is also available in the 2024 Benefits Guide and online at **DENSOBenefits.com** or myDENSObenefits.com.

 Comparison of Plans: Plan Timing and Your Contributions			
	Health Care Flexible Spending Account (FSA)	Day Care Flexible Spending Account (FSA)	Health Savings Account (HSA)
Plan Timing and Your Contributions	<ul style="list-style-type: none"> • Plan Year: January 1 (or your enrollment date, whichever is later) – December 31, 2024. Your eligible expenses must be incurred during this plan year. • Run Out Period: January 1 – March 31, 2025. Your deadline for filing claims incurred in the 2024 Plan Year for reimbursement is March 31, 2025. • Enrollment: Because FSAs are temporary, you have to re-enroll and elect your contribution amount every year. 		<ul style="list-style-type: none"> • Start, stop or change your contribution amount at any time during the year. • Contributions can be invested so your funds can grow.


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The Health Care FSA and Day Care FSA plans follow the benefits plan year, which begins on January 1. The plan year for new hires begins on your actual benefits enrollment date. And the plan year ends on December 31, 2024 for everyone. Your eligible expenses **MUST** be incurred during this plan year.

The FSAs also have a 3-month Run-Out Period, which means that claims incurred during the 2024 Plan Year must be submitted for reimbursement by **March 31, 2025**.

Because the Health Care FSA and Day Care FSA plans are temporary accounts, you must re-enroll and elect your contribution amount every year. Then the contribution amounts are locked in for the plan year and can not be changed.

Health Savings Accounts are permanent, and owned by you. Therefore, you can start, stop, or change your contribution amount at any time during the year. Your contributions can also be invested so your account can grow over time, helping you save for health care needs in the near future or even in retirement.

 Comparison of Plans: Carryover and Portability			
	Health Care Flexible Spending Account (FSA)	Day Care Flexible Spending Account (FSA)	Health Savings Account (HSA)
Carryover	<ul style="list-style-type: none"> April 1, 2024: Up to \$640 can be carried over in remaining, unused funds from the previous plan year into the 2024 plan year. Unused funds exceeding \$640 from the 2023 plan year will be forfeited. 	Not eligible for carryover	Money left in your HSA account at the end of the year automatically rolls over to the following year. There is no limit to rollover amounts.
Portability	<ul style="list-style-type: none"> No portability. Funds remaining in account may be forfeited if employment is terminated. You may be able to elect COBRA if there's still a balance in your Health Care FSA account. 		You own your account and keep it even if you leave the company or retire.


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On April 1, 2024, up to **\$640** can be carried over in remaining, unused funds in your Health Care FSA account from the previous 2023 plan year into the 2024 plan year. These rollover funds can then be used for eligible expenses incurred during the 2024 plan year. Any unused funds from the 2023 plan year that exceed \$640 are not eligible for rollover and will be forfeited. The Day Care FSA plan is NOT eligible for the rollover, so be sure to plan your day care expenses carefully.

Remember, if you carry over Health Care FSA funds into 2024, you will NOT be eligible for an HSA in 2024.

For HSAs, money left in your HSA at the end of the year will automatically roll over to the following year. HSA funds are not in danger of being forfeited. Your Health Savings Account is portable since you own the account. The HSA is yours to keep, even if you leave the company or retire.

The portability of Flexible Spending Account plans and Health Savings Account plans also differs. If you leave the company, you are NOT able to take your FSAs with you and so any funds remaining in the account may be forfeited. However, you may be able to elect COBRA if there's still a balance in your Health Care FSA account.

 Comparison of Plans: Contribution Limits and Company Contributions			
	Health Care Flexible Spending Account (FSA)	Day Care Flexible Spending Account (FSA)	Health Savings Account (HSA)
2024 Annual Contribution Limits	\$3,200	\$2,000 (ind.) or \$5,000 (family)	<ul style="list-style-type: none"> Associate-only coverage- \$4,150 (includes \$500 company contribution) Associate + 1 or Family Coverage- \$8,300 (includes \$1,000 company contribution) Catch-up contribution of \$1,000 if you'll be age 55 or older by end of year 2024
Company Contributions	Not applicable		Eligible associates: <ul style="list-style-type: none"> \$500 for individual \$1,000 for family


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Annual Contribution Limits and Company Contributions are also different for each of the plans.

In 2024, you may contribute up to \$3,200 into your Health Care FSA account and up to \$5,000 into your Day Care FSA (if filing as family). If you have an HSA through the OpenRoad medical plan, you can contribute up to \$4,150 for associate-only coverage and up to \$8,300 for Associate + 1 Coverage or for Family Coverage. DENSO will contribute money to the Health Savings Accounts of eligible associates in 2024: \$500 for individual coverage and \$1,000 for family coverage. The maximum annual contribution limits include the company contribution. FSAs are not eligible for a company contribution.

For HSAs you are also able to make a \$1,000 catch-up contribution if you'll be over the age of 55 by the end of 2024.

Visit [IRS.gov](https://www.irs.gov) for most up-to-date values of contribution maximums and carry-over amounts.

 Comparison of Plans: Eligible Expenses			
	Health Care Flexible Spending Account (FSA)	Day Care Flexible Spending Account (FSA)	Health Savings Account (HSA)
Eligible Expenses	Eligible expenses: <ul style="list-style-type: none"> • Medical • Prescription • Dental • Vision To view and search a comprehensive FSA eligibility list, visit the Resource Center at myDENSObenefits.com .	Dependent care for: <ul style="list-style-type: none"> • Eligible children up to age 13 • Disabled dependent of any age • Disabled spouse Items not eligible: <ul style="list-style-type: none"> • Food • Clothing • Overnight camp • Tuition 	Eligible expenses: <ul style="list-style-type: none"> • Medical • Prescription • Dental • Vision For a list of eligible health care expenses, visit irs.gov/forms-pubs/about-publication-502 .


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The Health Care FSA covers eligible medical, dental, and vision expenses. Common eligible expenses for a Health Care FSA are prescriptions, over-the-counter medications, feminine hygiene products, hearing aids, orthopedic goods, doctor visits, and dentist visits. To view and search a comprehensive FSA eligibility list, visit **fsastore.com/fsa-eligibility-list**.


The Day Care FSA covers childcare or adult dependent care while you and your spouse are at work or school. Services like adult day care and babysitting for children under age 13 are eligible, but not things like food, clothing, overnight camp or tuition. To use the money for adult dependent care, your loved one must live with you and depend on your support because they can't otherwise care for themselves.


You can use your HSA to pay for eligible medical, prescription, dental and vision expenses. For a list of eligible health care expenses, visit **irs.gov/forms-pubs/about-publication-502** and refer to Publication 502.

Be sure to keep your receipts for all qualified expenses. You can upload your receipts at myDENSObenefits.com or on the MyChoice Accounts mobile app.



Comparison of Plans: Reimbursement Methods

	Health Care Flexible Spending Account (FSA)	Day Care Flexible Spending Account (FSA)	Health Savings Account (HSA)
Reimbursement 	<ul style="list-style-type: none"> Limited-use MyChoice Account Visa debit card accepted: <ul style="list-style-type: none"> Pharmacies Day care providers only File a claim or set up direct payment to your provider to request reimbursement for other qualifying expenses. The mobile app offers convenient, real-time access to your accounts in one spot. Check your balance and account activity, file claims, and pay providers right from your phone. 	<ul style="list-style-type: none"> MyChoice Account Visa debit card: <ul style="list-style-type: none"> Direct payment at a doctor's office, pharmacy, or health care facility. Pay bills from doctor's office or health care facility. Out-of-pocket medical expenses can be reimbursed: <ul style="list-style-type: none"> Withdraw funds from an ATM. Electronic funds transfer from MyChoice Accounts to your account at another bank. Request a check sent by mail. 	






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The FSAs and HSAs are administered by Businessolver through their MyChoice Account program with UMB Bank.

To use your FSA money, you'll get a special debit card that's linked to your account. You can use this card at the pharmacy to fill prescriptions. You can also use the debit card to pay day care providers. Any other health care expense claims such as doctor visits will need to be filed for reimbursement to your Flexible Spending Account by filing a claim or by setting up direct payments with your provider.

Access your HSA money with the MyChoice Account Visa debit card for direct payment at a doctor's office, pharmacy or any health care facility that accepts Visa. The card can also be used to pay a bill from a doctor's office or health care facility, provided they accept Visa.

You can reimburse yourself for out-of-pocket medical expenses using your debit card to withdraw funds at any ATM displaying the Visa brand name. You can also go to myDENSObenefits.com, and access your MyChoice Account to choose an electronic funds transfer from MyChoice Accounts to your checking or savings account at another bank. Or you can request a check to be sent to you by mail.


 Tax Savings Plans			
Medical Plan	Health Care FSA	Day Care FSA	Health Savings Account
 ExpressWay	✓	✓	✗
 MainStreet	✓	✓	✗
 OpenRoad	✓	✓	✓
Opt Out of Medical Plan	✓	✗	✗

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This chart shows which tax savings plans you are eligible to participate in, depending on which medical plan that you choose to enroll in.

Remember, you can't have an HSA and a Health Care FSA at the same time.

If you're using more than one account, you will have to sign up for each one separately, and you won't be able to transfer money between the accounts.



FSA and HSA Resources

MyChoice Accounts

- Go to <https://www.businessolver.com/mychoice-accounts/> to learn about your FSA, HSA, and to access tools and other resources.
- Visit myDENSObenefits.com to access your FSA or HSA.

HSA Contributions

- Contributions can be started, stopped or changed at any time by logging into myDENSObenefits.com

DENSOBenefits.com

- Username: DENSO
- Password: Benefits4u!
- View benefits details, news, forms, plan documents, and other helpful information.

DENSO Benefits Helpline

- Toll-free Phone: 1-855-311-2115
- Email: denso@benefitadvocates.net
- Live reps can answer questions about DENSO's benefits, claims, Open Enrollment and more

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To learn more, visit **DENSOBenefits.com** to view informational videos and other resources.

You can also visit your MyChoice Account online at myDENSObenefits.com. HSA contributions can be started, stopped or changed at any time by logging into **myDENSObenefits.com**.

You can also go online to DENSOBenefits.com or contact the DENSO Benefits Helpline by phone or email to have your questions answered.